

CITY OF ARCADIA  
**BENEFITS SUMMARY – EXECUTIVE MANAGEMENT EMPLOYEES**  
**DEPARTMENT HEADS**  
(04/01/2014 - 6/30/2018)

**RETIREMENT – CalPERS**

Optional contract benefits include:

- Post-Retirement Survivor Allowance § 21624 & 21626
- Third Level of 1959 Survivor Benefits § 21573
- Credit for Unused Sick Leave § 20965
- Pre-Retirement Option 2W Death Benefit § 21548 (employee pays .110%(safety) or .138% (non-safety) cost share)
- Military Service Credit as Public Service § 21024
- Military Service Credit for Retired Persons § 21027

**Tier I Retirement Benefits (hired prior to 07/01/2011)**

- 2.5% @ 55 formula (non-safety)
- 3.0% @ 50 formula (safety)
- Employee pays 7% (non-safety) 9% (safety) of employer cost through cost-share
- Non-safety Employee pays 1% of employee cost
- EPMC: 7% (non-safety) 9% (safety) paid by City is reported as special compensation
- Single highest year calculation
- For eligible employees: employee & spouse retiree medical benefits until Medicare eligibility

**Tier II Retirement Benefits (hired on or after 10/9/2011)**

- 2% @ 60 formula (non-safety)
- 3% @ 55 formula (safety)
- 3 Year Final Compensation
- 7% Employee share paid by employee (non-safety)
- 9% Employee share paid by employee (safety)

**New CalPERS Members PEPRA (hired on or after 01/01/2013)**

- 2% @ 62 formula
- 3 Year Final Compensation
- 6.75% Miscellaneous/12% Safety Employee Share paid by Employee (50% of normal cost)

**ADMINISTRATIVE LEAVE**

0 – 80 hours per year

**SICK LEAVE**

Accrualable – 3.693 per pp (8 hours per month)

Upon hire, eligible for up to 96 hours      No Buyback

**VACATION**

**Miscellaneous Executive Management**

<u>Arcadia Yrs of Srvc</u>	<u>Hrs pp</u>	<u>Hrs Yr</u>	<u>MaxAcc</u>
1-4	4.616	120	500 hrs
5-10	5.231	176	500 hrs
10 +	6.154	160	500 hrs

City will buy back vacation not to exceed 120 hours

Department Heads with 20 years of public service (includes employment by the City of Arcadia and any other public organization) are eligible for accrual at 6.154 per pay period.

**Safety Executive Management**

<u>Arcadia Yrs of Srvc</u>	<u>Hrs pp</u>	<u>Hrs Yr</u>	<u>MaxAcc</u>
1-10	4.616	120	500 hrs
11-15	6.77		500 hrs
15 +	7.69	200	500 hrs

City will buy back vacation not to exceed 140 hours

Department Heads with 20 years of public service (includes employment by the City of Arcadia and any other public organization) are eligible for accrual at 7.69 per pay period.

**HOLIDAYS**

	(hours vary each year)
New Year's Day	Thanksgiving Day
Presidents Day	Friday following Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	Christmas/New Year's Eve (4 hrs)
Labor Day	Floating Holiday - Admission Day
Veteran's Day	Floating Holiday – MLK's Birthday
Floating Holiday – Unassigned	(9 hrs Police Chief/8 hrs for all others)

**MEDICAL AND DENTAL INSURANCE**

**Miscellaneous Executive Management**

- CalPERS Medical Plans and Delta Dental Plans
- Benefit allowance of \$1,250/month
- Benefit allowance effective July 1, 2015, \$1,327/month
- Benefit allowance effective July 1, 2016, \$1,404/month
- Balance can be taken as additional compensation

**Safety Executive Management**

- CalPERS Medical Plans and Delta Dental Plans
- Benefit allowance of \$1,173/month
- Benefit allowance effective July 1, 2015, \$1,189.50/month
- Benefit allowance effective July 1, 2016, \$1,222.50/month
- Balance can be taken as additional compensation

**VISION INSURANCE (Vision Service Plan)**

City paid vision plan for employee and dependents

**LIFE INSURANCE (The Standard Insurance)**

Term life equal to employee's annual salary plus

\$25,000 Life & AD&D benefit

Additional term life insurance available through carrier

**LONG TERM DISABILITY (The Standard Insurance)**

\$1,300/month

90-day waiting period

Optional Buy-Up plan available

Police Chief & Fire Chief (participate through Associations)

**LONGEVITY PAY**

Based on the following formula:

<u>Completed Years of Service</u>	<u>Amount Per Pay Period</u>
5 – 9 Years	\$42.02
10 – 14 Years	\$63.04
15 Years and beyond	\$84.06

**DEFERRED COMPENSATION**

Income may be deferred through plans with ICMA-RC and/or Nationwide Retirement Solutions.

City contributes 0.5% of salary for LTD or Deferred Compensation.

Option to participate in PARS (Public Agency Retirement System).

**CITY PAID BIENNIAL PHYSICAL**

Currently provided at Arcadia Methodist Hospital

**COMPUTER LOAN PROGRAM**

Up to \$2,500 interest free loan and payroll deduction

**HEALTH & DEPENDENT CARE SPENDING ACCOUNTS**

Maximum \$2,500 Health/\$5,000 Dependent Care annually for 2013

Sign up during Open Enrollment – Calendar Year Plans

**EMPLOYEE ASSISTANCE PROGRAM** Through Managed Health Network